

# Awareness on Sexual Harassment



## PU has Zero Tolerance Policy against Sexual Harassment



You are a Student / Research Scholar / Faculty / Staff  
(permanent or contractual or Daily Wager)....

You should know what is Sexual Harassment.



Look for the following signals....

### Verbal / Written

- ❖ Remarks of a sexual nature about your clothing, personal behaviour, or body.
- ❖ Abuse of authority or power to threaten a person's job or undermine your performance against sexual favours.
- ❖ Sexually explicit statements, questions, jokes, or anecdotes.
- ❖ Seeking or Implying sexual favours or persistently asking someone out, despite being turned down.
- ❖ Cyberbullying including spreading rumours about your personal life.
- ❖ Coercion of sexual activity by threat of punishment.
- ❖ Unwelcome flirting.

### Physical

- ❖ Stalking, Impeding or blocking your physical movement.
- ❖ Inappropriate and unwanted touching and/or your clothing.
- ❖ Other inappropriate touching including attempting to or kissing, hugging, patting, stroking, or rubbing.
- ❖ Playing music with offensive or degrading language
- ❖ Purposefully brushing up against you.
- ❖ Online contact and advances.

### Non-Verbal

- ❖ Staring at your body – focused or up and down.
- ❖ Making derogatory gestures or facial expressions of a sexual nature.
- ❖ Frequently following or standing too close to you on purpose.
- ❖ Whistling or staring in a sexually suggestive or offensive manner.

### Visual

- ❖ Displaying sexually suggestive objects, pictures, cartoons, posters, calendars or computer screens
- ❖ Showing other people sexually suggestive text messages or emails.
- ❖ Sharing sexually inappropriate images or videos, such as pornography.



Report in writing ....

### What & How to report

- Write exactly what happened with details, dates, names of witnesses and documents, if any.
- Be specific about the incident/ incidents.
- Be honest, as false complaints can invite penalties.
- File complaint within three months of the incident.

### Whom to report

Panjab University Internal Complaints Committee (PUICC)  
Office: Guru Teg Bahadur Building, Room No. 405-07, Third Floor.  
Panjab University, Chandigarh – 160 014.  
Tel: (91)-(172)-2534018  
E-mail: puicc@pu.ac.in